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MINISTRY OF LABOUR

ORDER

New Delhi, the 22nd May, 1951

S.R.O. 760.—Whereas an industrial dispute exists between the employers in relation to the banking companies specified in Schedule I annexed to this Order and the workmen employed by them concerning the matters specified in Schedule II annexed to this Order;

Now, therefore, in exercise of the powers conferred by section 5 and clause (a) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government hereby constitutes a Board of Conciliation consisting of the following persons and refers the said dispute to it for promoting a settlement thereof:—

- (1) Shri A. N. Sen, Retired Judge of the High Court of Judicature at Calcutta, 4 Hungerford Street, Calcutta—*Chairman*.
- (2) Shri H. C. Captain, Central Bank of India Ltd., Mahatma Gandhi Road, Fort Bombay—*Member*.
- (3) Shri S. B. Dutt, Director, United Bank of India Ltd., Calcutta—*Member*.
- (4) Shri G. G. Mehta, Barrister-at-law, Fulchand Nivas Sea Face, Bombay 7—*Member*.
- (5) Shri T. S. Ramanujam, 3 Thanikachalam Chetty Road, Thyagarajanagar, Madras 17—*Member*.

SCHEDULE I

LIST OF SCHEDULED BANKS

Group A.

- (i) Banks having deposits of over Rs. 50 crores.
 1. Imperial Bank of India.
 2. Central Bank of India, Ltd.
 3. Bank of India, Ltd.
- (ii) Exchange Banks.
 1. Bank of China, Ltd.
 2. Chartered Bank of India, Australia and China.
 3. Comptoir National D'Escompte de Paris
 4. Eastern Bank, Ltd.

5. Grindlays Bank, Ltd.
6. Hongkong and Shanghai Banking Corporation.
7. Lloyds Bank, Ltd.
8. Mercantile Bank of India, Ltd.
9. National Bank of India, Ltd.
10. National City Bank of New York.
11. Netherlands India Commercial Bank.
12. Netherlands Trading Society.

Group B.

Other scheduled banks having deposits between Rs. 15 and 50 Crores.

1. Allahabad Bank, Ltd.
2. Bank of Baroda, Ltd.
3. Indian Bank, Ltd.
4. Punjab National Bank, Ltd.
5. United Commercial Bank, Ltd.
6. Habib Bank Ltd.

Group C.

Other scheduled banks.

1. Andhra Bank, Ltd.
2. Bank of Assam, Ltd.
3. Bank of Behar, Ltd.
4. Bank of Bikaner, Ltd.
5. Bank of Jaipur, Ltd.
6. Bank of Maharashtra, Ltd.
7. Bank of Mysore, Ltd.
8. Bank of Nagpur, Ltd.
9. Bengal Central Bank, Ltd.
10. Bharat Bank, Ltd.
11. Calcutta National Bank, Ltd.
12. Canara Bank, Ltd.
13. Canara Banking Corporation, Ltd.
14. Canara Industrial and Banking Syndicate, Ltd.
15. Comilla Banking Corporation, Ltd.
16. Comilla Union Bank, Ltd.
17. Devkaran Nanji Banking Company, Ltd.
18. Gadodia Bank, Ltd.
19. Hind Bank, Ltd.
20. Hindustan Commercial Bank, Ltd.
21. Hindustan Mercantile Bank, Ltd.
22. Hyderabad State Bank, Ltd.
23. Indian Overseas Bank, Ltd.
24. Jodhpur Commercial Bank, Ltd.
25. Laxmi Bank, Ltd.
26. Narang Bank of India, Ltd.
27. Nath Bank, Ltd.
28. National Bank of Lahore, Ltd.
29. National Savings Bank, Ltd.
30. New Citizen Bank of India, Ltd.
31. Oriental Bank of Commerce, Ltd.
32. Palai Central Bank, Ltd.

33. Prabhat Bank, Ltd.
34. Pratap Bank, Ltd.
35. Punjab and Sind Bank, Ltd.
36. Punjab Co-operative Bank, Ltd.
37. Travancore Bank, Ltd.
38. United Industrial Bank, Ltd.

Group D.

Banks which have suspended payments or are granted moratorium or are prohibited from accepting fresh deposits or are in liquidation.

1. Calcutta Commercial Bank, Ltd.
2. Exchange Bank of India and Africa, Ltd.
3. Jwala Bank, Ltd.
4. Laxmi Commercial Bank, Ltd.
5. Mahaluxmi Bank, Ltd.
6. New Bank of India, Ltd.
7. Noakhali Union Bank, Ltd.
8. Pioneer Bank, Ltd.
9. Traders Bank, Ltd.
10. Tripura Modern Bank, Ltd.

LIST OF NON-SCHEDULED BANKS.

Group A—Banks working normally.

1. Agricultural and Industrial Bank Ltd. Coondapur.
2. Associated Bank of Tripura Ltd, Calcutta.
3. Bank of Industries Ltd., Calcutta.
4. Bank of Sirmur Ltd., Sirmur.
5. Bengal Bank Ltd Calcutta.
6. Bengal Express Bank Ltd., Calcutta.
7. Bengal Oriental Bank Ltd., Comilla, E.P.
8. Bharat National Bank Ltd. Chakradharpur, Bihar.
9. Bishnupur Bank Ltd., Bishnupur, Bengal.
10. Central Calcutta Bank Ltd., Calcutta.
11. Central Mercantile Bank Ltd., Monghyr, Bihar.
12. Comilla Commercial Bank Ltd., Calcutta.
13. Depositors Bank Ltd., Lahore, West Punjab.
14. East Bengal Bank Ltd., Calcutta.
15. Gauhati Bank Ltd., Gauhati (Assam).
16. India's Ideal Banking Corporation Ltd., Bangalore
17. Inland Bank, Ltd., Calcutta (H.O. Patna).
18. Loyal Bank Ltd., Chandpur, East Pakistan.
19. Maharashtra Apex Bank Ltd., Udipi, S. Kanara, Madras
20. Manindra Banking Corporation Ltd., Berhampur.
21. Model Bank of India Ltd., Calcutta.
22. National Central Bank Ltd., Calcutta.
23. National City Bank Ltd., Jullundur.
24. Orient Bank of India Ltd., Patna.
25. Overland Bank Ltd., Calcutta.
26. Palli Bank Ltd, Daulatpur, East Pakistan.
27. People's Credit Bank Ltd., Calcutta.
28. Prabhakara Bank Ltd., Moodbidri, S. Kanara.
29. Provincial Union Bank Ltd., Calcutta.
30. Sakti Bank Ltd., Calcutta

- 31 Safe Bank Ltd., Nagpur City.
- 32 Shree Bharat Industrial Bank, Ltd Calcutta
- 33 Sonapur Bank Ltd, Calcutta.
- 34 Sunrise Bank Ltd, Agartala, Tripura State
35. Tripura State Bank Ltd, Agartala, Tripura State
36. United Calcutta Bank Ltd, Calcutta
- 37 Union Bank of Bengal Ltd, Calcutta
38. U P Union Bank Ltd, Gonda, U P
39. Vijaya Bank Ltd, Mangalore, S Canara, Madras

Group B.—Banks which are working under scheme of arrangements or are in liquidation etc.

- 1 Allied Exchange Bank Ltd, Calcutta.
- 2 Arya Bank Ltd, Calcutta.
- 3 Assam Bengal Central Industrial Bank Ltd, Silchar
- 4 Associated Bank of India Ltd, Calcutta
- 5 Bank of Calcutta Ltd, Calcutta
- 6 Bengal Union Bank Ltd, Calcutta
7. Bharat Mercantile Bank Ltd, Calcutta
- 8 Bharati Central Bank Ltd, Calcutta
9. Bogra City Bank Ltd, Calcutta.
10. Calcutta City Bank Ltd., Calcutta.
11. Calcutta Industrial Bank Ltd., Calcutta
12. Calcutta Mercantile Bank Ltd, Calcutta
- 13 Central Commercial Bank Ltd, Calcutta
14. Continental Bank of Asia Ltd, Calcutta.
15. Dass Bank Ltd Calcutta
16. Darjeeling Bank Ltd, Calcutta
- 17 Dhakuria Banking Corporation Ltd, Calcutta.
- 18 Eastern Continental Bank Ltd, Calcutta
19. East India Commercial Bank Ltd, Calcutta.
20. Eastern Traders' Bank Ltd, Calcutta
21. Economic Bank Ltd, Calcutta
22. First National Bank Ltd, Ludhiana
23. Girish Bank Ltd, Calcutta.
24. Great Eastern Bank Ltd, Calcutta
25. Hazard Bank Ltd, Calcutta
- 26 Hindustan Industrial Bank Ltd, Calcutta.
- 27 Hindustan Standard Bank Ltd, Calcutta.
28. India Exchange Bank Ltd, Calcutta
29. Indian National Bank Ltd., Calcutta
30. Indian People Bank Ltd., Calcutta
31. Kuver Bank Ltd, Calcutta
32. Mandi Bank Ltd, Lahore
- 33 National Chambers Bank Ltd, Gauhati.
- 34 National Economic Bank Ltd, Calcutta.
- 35 National Security Bank Ltd, Bombay
36. New National Bank Ltd, Calcutta
- 37 New Hindustan Bank Ltd, Amritsar
- 38 Northern Bank Ltd, Calcutta
- 39 Pacific Bank Ltd, Calcutta
- 40 Pioneer Commercial Bank Ltd, Calcutta

41. Public National Bank Ltd., Calcutta.
42. Punjab and Kashmir Bank Ltd., Delhi.
43. Puri Bank Ltd., Puri.
44. Radiant Bank Ltd., Comilla, East Pakistan.
45. Sahukara Bank Ltd., Ludhiana.
46. Shillong Banking Corporation Ltd., Shillong.
47. Shree Lakshmi Bank Ltd., Karimganj.
48. Simla Banking and Industrial Company Ltd., Simla.
49. Sonar Bangla Bank Ltd., Calcutta.
50. Standard Bank Ltd., Sylhet.
51. Surma Valley Bank Ltd., Sylhet.
52. Suburban Bank Ltd., Calcutta.
53. Tripura Popular Bank Ltd., Calcutta.

SCHEDULE II

1. Rules for fitting the existing staff into the revised scales of pay.
2. Provident fund, including the rate of contribution and the rate of interest.
3. Gratuity, including whether it should be compulsory or ex-gratia? Does the scheme recommended by Shri B. B. Singh for the United Provinces in his award need revision?
4. Pension, including the question whether any pension scheme should be introduced in banks having Provident Fund and/or Gratuity Schemes.
5. Guarantee Fund.
6. Insurance against old age, sickness, death or injury from accident in the course of the discharge of duties.
7. Leave Rules.
8. Hours of work and overtime.
9. Medical aid and expenses.
10. Cash deposits, fidelity bonds and other securities to be furnished by staff including the questions:—
 - (a) whether failure to furnish such security should operate as a bar on confirmation, and
 - (b) whether the scheme of security and guarantee introduced by the Punjab National Bank Ltd., is suitable.
11. Recognition of the All India Bank Employees' Association and/or its Constituent Units.
12. Method of recruitment, terms and conditions of service and procedure for termination of employment or for taking other disciplinary action.
13. Retrenchment and victimisation cases dealt with by the All India Industrial Tribunal (Bank Disputes) and the cases arising out of the recent strike in the Punjab National Bank
14. Payment to workers reinstated under item 13 and also to those whose services are dispensed with but are not reinstated.
15. Utilisation of proceeds from fines.
16. Whether head cashiers or treasurers' representatives or any employees who perform their functions are to be treated as Department Incharges.
17. Waiving of age restrictions for promotion to supervisory grades.
18. Policy regarding transfer of employees.
19. Travelling allowance, conveyance allowance, halting allowance and joining time on transfer.
20. Whether cash compensation is payable to employees of branches situated in Pakistan who have had to come away to India and have not been employed in the Branches in India.
21. Should bank pensioners be entitled to accept employment after retirement with or without the permission of the banks from which they draw their pensions.
22. Absorption of Bharat Bank Employees in the Punjab National Bank Ltd. and their service conditions.

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23. Right to existing terms of service where they are more liberal than those agreed upon before the conciliation board in relation to matters conciliated by the board.
 24. Rules regarding promotions.
 25. Works Committees and/or Conciliation Board
 26. Categories of employees whose cases will be dealt with by such Conciliation Board
 27. Standing orders regulating the conditions of service of bank employees and the procedure in making amendments to them
 28. Any other matters raised in agreement between the parties.

[No. LR92(9)]

K. N. SUBRAMANIAN, Jt Secy